

THERAPIST

REPORTING TO: TITLE/NAME:	DEPARTMENT/DIRECTOR NAME:
BILINGUAL CLINICAL MANAGER/LAURA RIVERA	SFSP/DONICA SNYDER
REQUISITION ID NUMBER: (HR ONLY)	ANTICIPATED START DATE/SALARY RANGE:
TBD	ASAP/68K-72,800 ANNUALLY

JOB SUMMARY

Florence Crittenton Services is seeking a dedicated and compassionate **Therapist** to join our team. The Therapist helps alumni, students, partners, and families with mental health issues. Manages three clinical interns.

ROLE RESPONSIBILITIES

- Offer individual, group, and family therapy with attention to cultural, linguistic, and developmental needs.
- Provide clinical services in a variety of settings, including on-site, in the community, and in clients' homes.
- Help clients navigate barriers to care and advocate within systems such as education, housing, healthcare, and child welfare.
- Lead or co-lead therapy or support groups that align with client needs and program goals (e.g., parenting, grief/loss, healthy relationships).
- Work closely with school staff, case managers, early childhood educators, and other team members to coordinate holistic support for clients.
- Maintain timely, accurate, and confidential documentation in compliance with agency, legal, and ethical standards.
- Perform additional duties as needed to ensure Florence Crittenton Services' success.

CORE SKILLS & COMPETENCIES

- Demonstrates understanding of trauma and its impact on development, behavior, and relationships. Applies trauma-informed, strengths-based, and attachment-focused modalities principles in therapeutic approaches.
- Engages clients with respect and sensitivity to cultural, racial, linguistic, and socio-economic backgrounds.
- Skilled in engaging adolescents and young adults, especially teen parents, in ways that honor their autonomy, voice, and unique developmental needs.
- Bilingual in Spanish is a plus.
- Conducts risk assessments, safety planning, and ethical decision-making in complex situations.
- Capacity to regularly support, encourage, work, and behave in a way that advances Florence Crittenton Services' mission, vision, and values.

EDUCATION & EXPERIENCE

- Master's degree in counseling, social work, marriage and family therapy, or a related field.
- DORA registration to provide therapy (e.g., LPC, LMFT, LCSW) is required.
- Certified Addiction Specialist or Licensed Addiction Counselor is preferred.
- Two or more years of experience is required.
- MVR (driving record) history report with valid proof of insurance, and reliable transportation required.
- History of criminal history and other criteria must be satisfactory for the results to the background check.

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PHYSICAL REQUIREMENTS

- Sitting at a desk for extended periods while working on a computer is common.
- Able to lift 50 pounds occasionally and/or 25 pounds frequently.
- At times, this position may involve additional hours during the evenings and possibly weekends.
- While performing the duties of this job, the employee is regularly required to talk or listen.
- Specific vision abilities required by this job include close and distant vision and the ability to adjust focus.

BENEFITS & COMPENSATION

- Health, Dental & Vision—Excellent Benefits Offered
- Generous Paid Time Off
- Company-Paid Holidays
- Match to 401(k) Contribution
- Short-Term & Long-Term Disability
- Employee Assistance Program
- Competitive Salary—\$68K to \$72,800 USD (Range)



OUR FLOCRIT COMMUNITY VALUES

Mission Focused, Teamwork, Respect, Learning & Development, Ownership & Accountability, Fun & Celebration

DISCLAIMER

Any form of harassment or discrimination specified by federal, state, or local laws is prohibited by Florence Crittenton Services.